



## Impaired Practitioner Key Recommendations Checklist & Resources

*This easy-to-use checklist of key recommendations for best practice, suggested action items and supporting resources and templates is based on the work of the FSBPT Impaired Practitioner Task Force and Ethics and Legislation Committee.*



### Key Recommendations

- ☑ **Be clear about what impairment is and is not. Review your current definition of impairment with the following in mind:**
  - Best practice is to focus on functional capability, irrespective of what impedes or impairs function, or for what duration. Center your definition of impairment in ability to safely, competently practice.
  - Acknowledge that illness in of itself is not impairment—mental or physical illness can cause impairment.
  - Use clear, concise language.
  - Provide additional reference materials; do not simply point to legal language without context.
  
- ☑ **Center your communication and requirements in patient protection and practitioner support.**
  - Be careful not to create stigma or bias around illness or other drivers of potential for impairment. This can discourage treatment and reporting.
  - Frame duty to report requirements as means of protecting patients and getting practitioners the support they need to get back to work.
  - Use clear, concise language for duty to report requirements.
  - Remember—your forms, rules and publications are part of your communication. Make sure all elements are sending consistent message.
  
- ☑ **Provide sufficient resources to create appropriate awareness and ease of compliance.**
  - Verify that recognizing impaired practice and duty to report requirements are part of your jurisprudence exams, or at minimum, part of the application process.
  - Provide content or links to educational materials in your newsletters and on your websites about recognizing impairment and for getting support, including educational resources provided by public health, professional associations, or other organizations in your jurisdiction.
  - Provide self-assessment tool to support practitioners identifying any potential impairment to prevent impaired practice from occurring outright.
  - Provide easy to find and use forms for both self-report and peer reporting to create consistency and appropriate level of detail.



### Supporting Resources- available on the FSBPT website

- **Educational & Exemplar Sources**  
*A collection of useful sources for model language, programs and outreach, as well as educational materials and self-assessments.*
  
- **Reporting Form Templates**  
*These templates can be used to create reporting forms in your jurisdiction, or to review for additional items you may wish to add to your current forms.*